Southwark Diocesan
Board of Education
Multi-Academy Trust

HEALTH, SAFETY & WELFARE POLICY - ORGANISATION OF HSW

Part of the 2026/2027 Trust Operating Manual

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HEALTH, SAFETY & WELFARE POLICY

1. ORGANISATION OF HEALTH, SAFETY AND WELFARE

1.1 In order to ensure that health and safety issues are dealt with in accordance with each establishment's health, safety and welfare needs, the following organisational framework has been adopted by the SDBE MAT Board of Directors.

1.2 This document defines the role we each play in the efficient and effective management of health, safety and welfare.

2. COMPETENCE

2.1 At all levels, those persons appointing a Trust employee to a role have a duty to ensure that the employee is, in all respects, 'competent' in undertaking the specific health and safety responsibilities and duties required of that role. 'Competence' can be defined as the combination of training, skills, experience and knowledge that a person has and their ability to apply them to perform their duties safely.

3. TRAINING

3.1 All SDBE MAT employees are to be provided with such health and safety training, instruction, information or supervision as is as is necessary to ensure, so far as is reasonably practicable, the health and safety at work of employees and others. This means that if a SDBE MAT employee is required to carry out a task, or duty, that has a health and safety implication for themselves, or another person, they must be provided appropriate health and safety training prior to commencement of that task, or duty.

4. ROLES & CONTACT DETAILS

(For those defined within this policy)

ROLE	LOCATION	NAME	CONTACT DETAILS
Chair - MAT Board	MAT Head Office	Venerable Jonathan Sedgwick	Jonathan.sedgwick@southwark.anglican.org
Chair of Governors	School	Brian Birch	bbirch@theminsterjuniorscroydon.co.uk
Academy Headteacher	School	Ali Silke	office@minsterschools.co.uk
Employer Appointed Competent Person	MAT Head Office	Jon Robinson Carstens & Robinson Ltd	jon@carstensandrobinson.co.uk 07769 882 900
Fire Safety Officer	School	Mirza Uzunovic	office@minsterschools.co.uk
First Aid Coordinator	School	Nancy Cornell	office@minsterschools.co.uk
Radiation Protection Supervisor*	School		
Asbestos Manager*	School	Mirza Uzunovic	office@minsterschools.co.uk
Legionella Manager*	School	Mirza Uzunovic	office@minsterschools.co.uk
Education Visits Coordinator	School	Laura Holden	office@minsterschools.co.uk
Work Experience Coordinator*	School	Laura Holden	office@minsterschools.co.uk
Trade Union H&S Rep	Union Offices / School		

ROLE	LOCATION	NAME	CONTACT DETAILS
Safeguarding Officer	School	Jasent Robertson and Lisa Parker	jrobertson@theminsterjuniorscroydon.co.uk lparker@minsterinfants.co.uk

*Where applicable.

5. THE SDBE MAT BOARD OF DIRECTORS

5.1 The Trust will establish arrangements for ensuring the requirements of this policy and relevant legislation are properly implemented and that the policy remains effective and appropriate.

5.2 The SDBE MAT Board of Directors and Academy Governing Bodies will comply with any directions issued in the arrangements concerning the health and safety of persons on SDBE MAT or Academy premises, or taking part in Academy activities elsewhere.

5.3 Health & Safety will be a standing item on every Board or relevant sub-committee agenda.

5.4 The Trust shall arrange for competent health and safety assistance through the appointment of a "competent person" and provide access for Academy Governors and all SDBE MAT employees to such assistance. Contact details of the competent person will be published in this policy document. The Trust shall make arrangements for ensuring adequate co-operation with the "competent person".

5.5 As the employer the Trust reserves the right to conduct periodic health and safety audits and inspections of all Academies in the Trust.

5.6 The Trust will establish Regional Health and Safety Committees in order to consult with employees on health and safety matters.

5.7 As a result of audit, inspection, or concern/s raised with the Trust, SDBE MAT reserves the right to direct health and safety improvements to local policy, organisation and arrangements that are non-compliant with legislation.

6. THE LOCAL GOVERNING BODY

6.1 The Governing Body of each Academy has a duty to scrutinise and challenge health and safety matters at a local level. In particular the LGB should satisfy itself that there are robust arrangements in place for:

(a) the effective management of asbestos containing materials, where they are present on the premises and emergency arrangements for discovery, disturbance, or damage of the same;

(b) the effective evacuation of premises in the event of a fire;

(c) the upkeep of the single central register for DBS checks;

(d) the appointment and management of contractors, including reference and accreditation checks, and that the Headteacher, or delegated person, is fulfilling the duties of the 'client' in works that fall under The Construction (Design and Management) Regulations 2015.

6.2 The Governing Body of each Academy has a duty to comply with the requirements of the current Scheme of Delegation and in particular the responsibility to ensure the Academy adheres to its legal obligations. The Governing Body of each Academy is to appoint a Governor with a particular focus on health and safety. Health and safety should be represented at Local Governing Body level whether that be as a standing item on an appropriate Committee meeting, or as a standing item on the full Governing Body meeting.

6.3 The Governing Body of each Academy is to appoint a Fire Safety Officer for the Academy who will be the designated as the "responsible person" for fire safety. This person must be 'competent' to carry out the role and have sufficient authority and powers to be able to perform the role properly and must be a staff member of the Academy

6.4 The Governing Body of each Academy is required to ensure that a policy to cover the needs of children who have additional health needs and may require medicines, adaptations or support to keep well is developed and implemented.

The policy must address emergency procedures, training, supervision, record-keeping, storage and disposal, and must establish a named staff member to coordinate health care needs and to link with parents.

6.5 The Governing body have a delegated duty to establish and review additional local policy, organisation and arrangements of particular health and safety matters. The content of all local policies, organisations and arrangements must comply with the whole SDBE MAT Health and Safety Policy. These local policies, organisations and arrangements must include, as a minimum, provision for:

(a) Fire and evacuation.

(b) Emergency resilience/continuity plans and procedures.

(c) First aid arrangements.

(d) Lone working.

(e) Violence at work.

(f) Lettings and hiring of services and equipment (if applicable).

6.6 The Governing Body of each Academy must establish measures for the local implementation of this health and safety policy, organisation and arrangements, with regard to, but not limited to:

(a) Housekeeping and safe disposal of waste.

(b) Occupational health provision.

(c) Educational visits and transport.

(d) Work experience (if applicable).

(e) Local rules regarding radiation (if applicable).

7. ACADEMY PRINCIPALS AND HEADTEACHERS

Overall responsibility for the day to day management of health and safety in each Academy rests with the Principal/Headteacher, or the person delegated in an acting role as Principal/Headteacher. Matters requiring particular consideration by the principal/Headteacher will include:

(a) making sure that as far as reasonably practicable no one can come to any harm from asbestos on Academy premises, to ensure that, where asbestos containing material is present, emergency measures are in place and implemented and to appoint an asbestos manager if appropriate;

(b) ensuring there is an adequate system in place for the completion and review of suitable and sufficient risk assessments;

(c) ensuring that health, safety and welfare is managed effectively using the tools and resources provided by the Trust for that purpose, following the principles of "Plan, Do, Check, Act" as contained in HSG 65;

(d) ensuring adequate staffing levels for safe supervision of pupils and staff, both while at the Academy or School and for any external activities and that staff are trained and competent in their roles;

(e) ensuring that facilities are safe to use when allocating teaching group sizes, particularly in respect of practical activities;

(f) Ensuring that the correct procedure is followed for the reporting, recording, investigation and follow-up of accidents, incidents and near misses;

(g) ensuring that arrangements are in place for local consultation with Trades Union Health & Safety Representatives and Representatives of Employee Safety and the communication of appropriate health and safety information to stakeholders;

(h) formulating and reviewing the detailed local arrangements for action to be taken in an emergency (including unplanned damage, disturbance or discovery of asbestos containing materials) and ensuring that all involved are informed of the arrangements;

(i) arranging for three evacuation drills, each to be completed between September to December, January to April and April to July respectively;

(j) ensuring that a minimum of three internal health and safety audits/inspections are performed evenly throughout the academic year and the results are reported to employees or their representatives;

(k) ensuring that the arrangements for the appointment of competent contractors, including accreditation where appropriate, are in place and complying with the duties imposed under The Construction Design and Management Regulations 2015, as the Headteacher is designated as the 'client' in respect of those duties;

(l) appointment of a competent person to coordinate first aid matters in the Academy;

(m) if a source of ionising radiation is held on Academy premises, the appointment of a competent Radiation Protection Supervisor to carry out radiation protection duties in the Academy;

(n) appointment of a competent person to manage legionella on the premises;

(o) the provision of periodic health and safety reports to Governors and SDBE MAT.

8. EMPLOYER APPOINTED COMPETENT PERSON

8.1 The SDBE MAT Health and Safety Advisor will carry out the duties and responsibilities as the Appointed Competent Person, responsible for providing advice and assistance, carrying out audits and advising on legislative changes for the Trust.

8.2 In addition, the SDBE MAT Health and Safety Advisor will provide health and safety advice and support to all Academy Governors and SDBE MAT employees.

Note: The following named roles are to be appointed by the Academy where appropriate

9. FIRE SAFETY OFFICER

9.1 The appointed person will be the 'responsible person' who has the authority and powers of sanction to ensure that standards of fire safety in the Academy are maintained. The main duties of the responsible person include, but are not limited to:

(a) Managing the Academy to minimise the incidence of fire (fire prevention); e.g. good housekeeping and security.

(b) Ensuring that current, suitable and sufficient, fire risk assessment has been carried out, or reviewed, on the Academy.

(c) Producing, or reviewing, a current Emergency Fire Plan, inclusive of a Fire Evacuation Plan.

(d) Ensuring that all persons entering Academy premises have had induction training on emergency evacuation procedure in the event of a fire.

(e) Ensuring that all SDBE MAT staff have received adequate fire and evacuation training consistent with their role.

(f) Checking the adequacy of fire-fighting equipment and ensuring its regular maintenance;

(g) Ensuring fire escape routes and fire exit doors/passageways are kept unobstructed and doors operate correctly;

(h) Ensuring that fire detection and protection systems are maintained and tested and proper records are kept;

(i) Ensuring any close down procedures are followed.

9.2 Establishing and maintaining effective communication with the local fire authority and providing the required information and assistance to a fire authority to allow for effective discharge of their duties.

10. FIRST AID CO-ORDINATOR

10.1 Responsibility for the management of situations in the Academy relating to injured or ill persons who need medical assistance rests with the First Aid Coordinator.

10.2 The First Aid Coordinator is also required to take charge of the equipment and facilities provided for first aid in the Academy and in addition ensure that:

(a) First aid facilities are maintained in a proper effective condition

(b) First aid boxes are checked and the contents maintained in a suitable condition.

11. RADIATION PROTECTION SUPERVISOR (WHERE APPLICABLE)

The appointed person has the authority and powers of sanction to ensure that standards of radiation protection are maintained locally. The main duties of the Radiation Protection Supervisor include:

(a) Establishing the local rules with the assistance of the appointed Radiation Protection Advisor, on behalf of the radiation employer, and adhering to such rules;

(b) Supervising sources of ionising radiation on the site, including effective security and protection;

(c) Implementing such monitoring measures as are necessary to provide sufficient monitoring of radiation exposure;

(d) Completing suitable and sufficient risk assessments of activities, in relation to the use of sources of ionising radiation, and ensure effective control measures are in place prior to activities being undertaken.

(e) Ensuring that provisions specific to the protection of women and young people are in place and strictly adhered to.

(f) Producing a Radiation Emergency Plan and liaising with the Fire Safety Officer on the provision of information for emergency services in the event of an emergency.

(g) Producing a Radiation Emergency Plan and liaising with the Fire Safety Officer on the provision of information for emergency services in the event of an emergency.

(h) Producing a Radiation Emergency Plan and liaising with the Fire Safety Officer on the provision of information for emergency services in the event of an emergency.

(i) Ensuring that their knowledge of core competency in radiation protection is maintained and keeping abreast of any changes to relevant legislation, codes of practice, or guidance.

(j) How to access help and advice from the appointed Radiation Protection Advisor and other appropriate sources, e.g. HSE, etc.

12. ASBESTOS MANAGER (WHERE APPLICABLE)

The Asbestos Manager is responsible to the Principal/Headteacher for ensuring local compliance with all asbestos related legislation and the management of asbestos within the premises. The main duties of the Asbestos Manager include:

(a) The day to day requirement to inform relevant staff and contractors of the location, extent and condition of asbestos on the premises.

(b) A duty to inspect, or to arrange for the regular inspection of, asbestos containing materials, as required by the asbestos management plan.

(c) A duty to ensure that suitable and sufficient asbestos training and information is provided to all staff and that suitable and effective Personal Protective Equipment is provided where required.

(d) A duty to maintain records and update asbestos related documents as and when required, or as and when necessary and to maintain the local asbestos management plan.

(e) A duty to maintain emergency arrangements for the evacuation of affected areas in the event of unplanned damage or disturbance of known or newly discovered ACM.

(f) A duty to arrange for the safe control, survey, repair, maintenance, or removal of ACM in the affected area in the event of unplanned damage or disturbance of known, or newly discovered, ACM.

(g) A duty to maintain personal competence by ensuring familiarity with any changes to relevant legislation, Approved Codes of Practice, or Guidance and brining to the attention of the Headteacher any additional or refresher training required.

13. LEGIONELLA MANAGER

The Legionella Manager is responsible to the Principal/Headteacher for ensuring local compliance with all legionella related legislation and the management of legionella within the premises. The main duties of the Legionella Manager include:

(a) Ensuring that a suitable and sufficient assessment is carried out by a competent person to identify and assess the risk of exposure to legionella bacteria from work activities and water systems on the premises and any precautionary measures needed.

(b) Ensuring that the risk assessment identifies and evaluates potential sources of risk and the particular means of preventing exposure to legionella bacteria; or if prevention is not reasonably practicable, the particular means of controlling the risk from exposure to legionella bacteria.

(c) Where the assessment demonstrates there is a reasonably foreseeable risk, or that risks are likely to increase, to arrange for review the assessment regularly and specifically when there is reason to believe that the original risk assessment may no longer be valid. The management and communication procedures should also be reviewed as appropriate.

(d) Ensuring that where the assessment shows that there is a reasonably foreseeable risk of exposure to legionella bacteria, the use of water systems, parts of water systems or systems of work that lead to exposure must be avoided so far as is reasonably practicable. Where this is not reasonably practicable, ensuring that there is a written scheme for controlling the risk from exposure that is properly implemented and managed. The written scheme should specify measures to take to ensure that it remains effective.

(e) Ensuring that the risk from exposure is normally controlled by measures which do not allow the growth of legionella bacteria in the system and which reduce exposure to water droplets and aerosols.

(f) Ensuring that precautions remain effective, including monitoring the condition and performance of the system. The overseeing and management of this, or where appropriate, the management of an external contractor or an independent third party.

(g) Ensuring that records include details about; the appointed responsible person for conducting the risk assessment, managing, and implementing the written scheme, any significant findings of the risk assessment, the written scheme and its implementation details about the state of operation of the water system, the results of any monitoring inspection, test or check carried out, and the dates. Records should be retained throughout the period they are current and for at least two years afterwards. Records of any monitoring inspection, test or check carried out, and the dates, must be retained for at least five years.

14. EDUCATION VISITS CO-ORDINATOR

The Educational Visits Coordinator is responsible to the Principal/Headteacher for ensuring that the Academy procedures for educational visits are implemented;

(a) Has a responsibility to ensure that all school visits comply with Trust and Academy regulations in every respect;

(b) Must ensure that off-site activities are properly planned and supervised and that the pupils' safety is paramount;

(c) Is responsible for checking competency of all supervising staff and volunteers;

(d) Must ensure that the careful planning and preparation of the school trip includes a suitable and sufficient assessment of the risks and benefits of all activities;

(e) Must provide full written details of all overseas or high risk adventurous educational visits to the SDBE MAT Health and Safety Advisor for prior approval at least one month before the visit is due to commence.

15. WORK EXPERIENCE CO-ORDINATOR (WHERE APPLICABLE)

The Work Experience Co-ordinator is responsible to the Principal/Headteacher for the provision of safe work experience placements. This includes liaising with any external bodies appointed to organise the practical arrangements. The duties of the Work Experience Co-ordinator include, but are not limited to:

(a) Liaising closely with the Principal/Headteacher to decide the appropriate process for organising work experience placements, including the use of external bodies;

(b) Ensuring that all placements are risk assessed (by the Employer) and risk assessments are completed for members of staff that visit such employers during the work placements. These assessments should include lone working arrangements;

(c) Students and parents are provided with all relevant information regarding work experience placements, including risk assessments;

(d) Employers providing placements have full relevant information regarding students undertaking a placement with them, including details of additional educational or special needs;

(e) Where possible students are visited during their placement.

16. TRADE UNION HEALTH AND SAFETY REPRESENTATIVES AND REPRESENTATIVES OF EMPLOYEE SAFETY

16.1 Health and safety regulations provide for the appointment of Trade Union appointed Safety Representatives from amongst those employees who are members of a recognised trade union. Similarly, provision is in place for employees who are not members of a recognised trade union, or where their trade union is not represented by a safety representative, to elect Representatives of Employee Safety to represent them.

16.2 Trade Union Health and Safety Representatives and Representatives of Employee Safety are afforded the right to paid release from duties to discharge their functions. "The SDBE MAT Agreement and protocol for relationships with recognised trade unions", dated May 2011, substantiates that right. The same right is extended by SDBE MAT to Representatives of Employee Safety.

16.3 Where Trade Union Health and Safety Representatives and Representatives of Employee Safety are timetabled regarding their employment duties Principles/Headteachers must ensure that when formulating the Academy or School staff timetable they take regard of the current "Trade Union Health and Safety Representatives and Representatives of Employee Safety Agreement" with SDBE MAT. This agreement will be reviewed annually by SDBE MAT with recognised trades unions.

16.4 Trade Union Health and Safety Representatives and Representatives of Employee Safety have the following functions:

(a) To represent the employees in consultations with the employer;

(b) To investigate potential hazards and dangerous occurrences at the workplace and to examine the causes of accidents at the workplace;

(c) To investigate complaints by any employee he/she represents relating to that employee's health, safety or welfare at work;

(d) To make representations to the employer on matters arising out of potential hazards and dangerous occurrences or complaints relating to health and safety by any employee he/she represents;

(e) To make representations to the employer on general matters affecting the health, safety or welfare at work of the employees at the workplace;

(f) To carry out health and safety inspections;

(g) To represent the employees he/she was appointed, or elected, to represent in consultations at the workplace with inspectors of the Health and Safety Executive and of any other enforcing authority;

(h) To receive information from inspectors;

(i) To attend meetings of safety committees where he/she attends in his capacity as a safety representative in connection with any of the above functions.

16.5 Trade Union Health and Safety Representatives and Representatives of Employee Safety have functions and not duties, or responsibilities, in respect of their roles as representatives.

17. ALL EMPLOYEES WITH MANAGEMENT OR STAFF SUPERVISORY RESPONSIBILITIES

All managers and supervisors are responsible to the Principal/Headteacher, or their immediate line manager, for ensuring the application of this policy to all activities undertaken by their department or area of management responsibility. They will also have responsibilities for ensuring that all relevant parts of the Health and Safety Policy are observed and implemented by all colleagues they supervise in their respective workplaces. In particular, staff holding such positions of responsibility will:

(a) Ensure that suitable and sufficient risk assessments are undertaken within their areas of responsibility, that control measures are implemented and those assessments are monitored and reviewed;

(b) Ensure that appropriate safe working practices and procedures exist (safe systems of work) within their areas of responsibility and that these are brought to the attention of everyone concerned;

(c) Ensure that all accidents and incidents (including near misses) occurring within their areas of responsibility are promptly reported and recorded using the appropriate system in the Academy;

(d) Ensure that all reported accidents and incidents within their areas of responsibility are fully investigated with a view to preventing a recurrence;

(e) Ensure that all staff within their areas of responsibility are aware of their specific roles in case of fire and/or emergency;

(f) Remove from use and report any equipment/appliance which has been identified as being unsafe and which is in need of repair;

(g) Ensure the safe and secure storage of equipment, resources and materials in their areas of responsibility;

(h) Ensure that levels of class and staff supervision are adequate at all times;

(i) Monitor (in conjunction with other members of staff) housekeeping and health and safety within their areas of responsibility and report or rectify any issues as appropriate;

(j) Maintain, or have access to, an up to date library of sector specific relevant health and safety guidance from suitable sources, e.g. HSE, SDBE MAT, DfE, CLEAPSS, DATA, afPE etc., and ensure that all colleagues they supervise are aware of and make use of such guidance;

(k) Identify specific staff health and safety training needs and arrange for training to be completed so far as is reasonably practicable;

(l) Consult with appropriate staff on any matters which may affect their health or safety whilst at work;

(m) Carry out departmental induction training including any specific information and training that may be necessary because of activities which are peculiar to a department;

(n) Ensure that levels of first aid provision are in place for the activities being undertaken;

(o) Resolve local health and safety issues, within their competency, within their department, or seek further advice or assistance where necessary;

(p) Ensure (via subordinate staff) that all pupils are given the necessary health and safety information and instruction prior to commencing activities which may involve some risk;

(q) Consult the SDBE MAT Health and Safety Advisor, or other appropriate bodies (including Trade Union Health and Safety Representatives and Representatives of Employee Safety), when additional assistance becomes necessary.

18. ALL EMPLOYEES WITH TEACHING OR PUPIL SUPERVISORY RESPONSIBILITIES

Teachers and pupil supervisors are responsible for the health and safety of all pupils under their control. Teachers and pupil supervisors shall:

(a) Ensure effective supervision by only permitting activities to be undertaken by pupils after carrying out a risk assessment if there are real risks associated with the activity. The class size, the abilities of the pupils involved, the activities to be undertaken etc. will need to be considered;

(b) Be aware of the Trust's health and safety policy and any local policies, rules and arrangements which may apply specifically to a department concerned;

(c) Ensure that safety instruction is given to all pupils prior to commencing activities which may involve some risk;

(d) Know the location of the nearest fire-fighting equipment and first aid box, and know the emergency procedures in respect of fire/first aid/bomb scare etc;

(e) Ensure that pupils follow Academy or School safety rules and that protective equipment is worn where appropriate;

(f) Ensure that all personal protective equipment is suitable and in good condition prior to issue;

(g) Ensure safety devices e.g. machinery guards are in good condition and are used;

(h) Ensure that safe procedures are followed in respect of storage and use of equipment, resources and materials;

(i) Report any defective equipment to their manager/supervisor;

(j) Under the direction of management assist in the investigation of all accidents, incidents, near misses (in conjunction with relevant staff involved);

(k) Propose for consideration by their manager or supervisor any improvements which they consider would improve health or safety standards within a department.

(l) Ensure that an agreed adequate level of supervision is provided and that appropriate health and safety arrangements, including a suitable and sufficient risk assessment, exist prior to taking Academy parties off site on educational visits.

19. ALL EMPLOYEES (INCLUDING TEMPORARY EMPLOYEES)

19.1 All employees have general health and safety responsibilities both under criminal and civil law. Staff must be aware that they are obliged to take care of their own safety and health whilst at work along with that of others who may be affected by their actions or omissions.

19.2 Employees must also co-operate with the Governing Body/SDBE MAT and senior management of the Academy so that they may fulfil any legal requirements placed on them as employers and/or persons in control of premises.

19.3 All employees are required to:

(a) Participate in the risk assessment process and comply with findings;

(b) Report all defects in the condition of the premises or equipment to which they become aware

(c) Report all accidents, incidents and near misses according to the procedures included in Part C of this document;

(d) Be familiar with the procedure to be followed in the event of a fire or other serious emergency;

(e) Know the location and condition of any asbestos containing materials identified in the school asbestos register and make themselves aware of SDBE MAT emergency action and any additional local emergency action in the event of damaged, disturbed, or newly discovered asbestos containing material, or potential asbestos containing material.

(f) Take part in health and safety training, provided by the employer, that the employer considers necessary to maintain the employee's health and safety;

(g) Make use of all necessary personal protective equipment provided for safety or health reasons;

(h) Where necessary, make use of all control measures made available to them, e.g. fume cupboards, etc;

(i) Follow all relevant safe practice and local rules including safe procedures in respect of storage and use of equipment, resources and materials;

(j) Report any unsafe practices to their manager or Principal/Headteacher, or if necessary the Governor responsible for health and safety.

19.4 Where in the presence of pupils, as a 'reasonable person', ensure pupils follow safe practices and observe all Academy safety rules, and as far as is reasonably practicable ensure that pupils:

(a) Follow all instructions issued by any member of staff in the case of an emergency, or a risk to safety.

(b) Do not intentionally or recklessly interfere with equipment provided for safety purposes e.g. fire extinguishers etc;

(c) Are encouraged to inform any member of staff of any situation which may affect their safety.

Pupils

19.5 All pupils are expected to follow their respective Academy Behaviour Policy in order to maintain a safe environment for all.

19.6 Instances of unsafe conduct or behaviour should be managed effectively by Academies in accordance with their Behaviour Policy.

19.7 Where there are instances of vandalism to, or misuse of, safety equipment, pupils should be made aware that it is a criminal offence under Section 8 of the Health and Safety at work etc. Act 1974, for any person to intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety or welfare.